

## 2025 ANNUAL EEO PUBLIC FILE REPORT

### Cumberland Communities Communications Corporation

Station:	WDVX
Community(ies) of License:	Clinton, TN
Reporting Period:	March 21, 2024 - March 20, 2025
No. of Full-time Employees:	Between 5 - 10
Small Market Exemption:	No

During the Reporting Period, one full time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

The WDVX Development Director attended the annual Communication & Information Job & Internship Fair, sponsored by the College of Communication and Information: University of Tennessee Center for Career Development. This event took place in the Student Union Ballroom on the University of Tennessee Campus, Wednesday, September 25th, 1:00-4:00pm. Our goal was to promote station outreach among students, answer questions about career opportunities in broadcasting, and enlist students of electronic media who may be interested in internships with our organization.

Participated in the Tennessee Association of Broadcasters online Job Fair Weeks in January 2025 and September of 2024. WDVX ran on-air announcements promoting the TAB Virtual Job Fairs. WDVX Development Director placed a recruitment ad in each fair advertising positions for internships with WDVX.

WDVX Development Director spoke to Seniors for Creative Learning group through the University of Tennessee. WDVX was one of several speakers involved in the event that had a focus on making seniors aware of volunteer opportunities that exist within the participating organizations.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The WDVX General Manager, Operations Manager and Program Director continued to develop internship programs with local colleges, universities, and high schools. During the reporting period, Two interns from Pellissippi State Community College (Spring & Fall 2024) worked with Sound Engineers to produce live recordings made at our live events, festivals, archives, etc.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and preventing discrimination.*

WDVX provides yearly training on Title VI of the 1964 Civil Rights Act to all staff members.

The Corporation for Public Broadcasting now requires that participating stations have all full, part time staff, executive board members and interns take harassment prevention training. All completed the training.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

WDVX runs regular on-air EEO announcements encouraging the application of women and minorities for open job positions, as well as promoting the opportunity for other organizations to receive notices of current job vacancies.

Through the shows Kidstuff and Kidstuff Live, WDVX introduces children to broadcasting. After Kidstuff, the Goodall Family presents an hour of the Americana Mix. Youth family members not only read the on-air messages, but demonstrate to listeners that all ages are welcome to broadcast.

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## LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/1/2025	Marketing & Community Relations Director	wdvx.com

### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: \_\_\_\_\_

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
wdvx.com - The radio station website	2
WDVX social media - Facebook and Instagram	6

### RECRUITING SOURCES USED

Job Title of Position: \_\_\_\_\_ Date of Hire: \_\_\_\_\_

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
wdvx.com		301 S Gay St., Knoxville, TN 37902	WDVX General Manager, Tony Lawson	(865) 544-1029 gm@wdvx.com
WDVX Social Media		301 S Gay St., Knoxville, TN 37902	WDVX General Manager, Tony Lawson	(865) 544-1029 gm@wdvx.com

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.